

**RESOLUTION NO. 50-18**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RICHMOND IN SUPPORT OF THE PUBLIC SECTOR UNIONS IN THE CITY OF RICHMOND TO ENSURE THEIR HEALTH AND SUCCESS AND THE RIGHT OF RICHMOND EMPLOYEES TO PARTICIPATE IN PUBLIC SECTOR UNIONS**

---

**WHEREAS**, the Richmond City Council supports the freedom of Richmond employees to participate in strong unions following the U. S. Supreme Court decision in Janus v. AFSCME Council 31; and

**WHEREAS**, all families should have the means to thrive in safe and healthy communities; and

**WHEREAS**, the working people who provide critical services to the public deserve good jobs that can support families; and

**WHEREAS**, being able to come together in unions gives people a powerful voice in speaking up for themselves, their families, and their communities and it ensures they are treated with dignity and respect at work; and

**WHEREAS**, unions have been instrumental in raising wages and improving benefits such as health care for themselves, their families, and all of us; and

**WHEREAS**, people working collectively together in unions have won victories like the 40-hour work week, overtime pay, and health and safety standards, as well as advanced policies especially important to women like paid leave, earned sick time, and reducing the gender pay gap; and

**WHEREAS**, when people can negotiate together for strong contracts, higher wages, and safer, dignified working conditions, all of us benefit, our communities are stronger, and our entire economy is made more fair; and

**WHEREAS**, while the impacts of the United States Supreme Court case Janus v. AFSCME Council 31 will take some time to determine, it is clear that the ruling will restrict unions from requiring fees from non-member employees who benefit from collective bargaining, thereby impacting the unions' power to effectively negotiate on behalf of all public sector workers, and

**WHEREAS**, the unions are strengthened by engaging in good faith discussions around implementing membership cards, providing ongoing financial commitments of unit members, providing adequate release time for rank and file union leaders to explain the implications of the Janus decision and to have the ability to address continued union participation by our employees.

**NOW, THEREFORE, BE IT RESOLVED** that the Council of the City of Richmond supports the freedom of all employees to exercise their rights to a voice and dignity on the job through joining together in strong unions.

**BE IT FURTHER RESOLVED** that the City of Richmond will continue to work with our public sector unions to ensure their health and success by cooperating to address impacts of the Janus Decision by supporting good faith discussions around implementing membership cards, providing ongoing financial commitments of unit members, providing adequate release time for rank and file union leaders to explain the implications of the Janus decision and to have the ability to address continued union participation by employees.

\*\*\*\*\*

I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held June 19, 2018, by the following vote:

AYES: Councilmembers Beckles, Choi, Martinez, Myrick, Recinos, Vice Mayor Willis, and Mayor Butt.

NOES: None.

ABSTENTIONS: None.

ABSENT: None.

PAMELA CHRISTIAN  
CLERK OF THE CITY OF RICHMOND  
(SEAL)

Approved:  
TOM BUTT  
Mayor

Approved as to form:  
BRUCE GOODMILLER  
City Attorney

State of California            }  
County of Contra Costa        }        : ss.  
City of Richmond               }

I certify that the foregoing is a true copy of **Resolution No. 50-18**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on June 19, 2018.

**Certified as a True Copy**

**PAMELA CHRISTIAN**  
**CLERK OF THE CITY OF RICHMOND, CALIFORNIA**

BY *Melina Lunday*  
**ASSISTANT**